

SUPERGRADE PROMOTIONS

Wednesday - 11 July 1979

- Congratulations - advancing/entering - distinguished - important step in career

- Pleased note

53 promotions here - makes total 94 supergrade promotions this fiscal year. Compares with 66 last year & only 37 year before. Dir Note - up across all grades Up Women/Minorities

- As each take step closer to top of our organization - concerns/
responsibilities continue to broaden -

Your outlook increasingly must extend to whole Agency -

not just one division or directorate -

- I believe you who are assuming these increased responsibilities today do so at exciting/important period life our Agency. This is a time of significant change -

Since you have many years left to serve us -- you will see us *+ lead*
through the changes that are so much around us -

Your ability to chart our course in a period of evolution will determine future health of the Agency. For instance, look increased degree of regulation we're subjected to:

- * 2 new EO's last four years
- * Surveillance Act
- * Increased oversight - being actively/aggressively carried out
- * Charter debate

- Look ^{also} at Goldfish Bowl in which operate

- * FOIA
- * Leaks
- * Aggressive Press
- * People like Agee/Covert Action - working hard to expose us
- * ~~Increased openness on our part - studies/interviews~~

- Look - increasing demands - one hand, SALT mil emphasis - other, contribution oil situation -

- Whether you measure up these new environments - truly lead Agency so shape these circumstances to our advantage rather than let them shape us

→ Surely at some time you must help us resist excesses of leaks and over direction within Exec or from Congress

Working:

FOIA

Agee

Gray mail

More \$ work system

Kampiles - ^{security consciousness -} new codeword system

Must tap benefits of oversight - more considerable every day - go bat for us

Build support of public in part result willingness be more forthcoming

But recognize - never going to be like good old days

Nor should want to be

Domestic scene has changed

World environment has changed

We must change with them - & much will depend on how
flexible and open-minded you are. Leaders don't look
backward.

They take best from past - & build for future

- We have a lot going for us from our past
 - * Excellent reputation for quality work
 - * Capabilities to keep performing that quality of work
 - * Mission more important than ever
 - * Superb people

- Depending on you to
 - * Think broadly of what's best for whole Agency
 - * Be imaginative/innovative
 - * Exact through example the highest intellectual and
ethical standards of your people
 - * And most of all - remember the key to leadership is looking
after your people - our single most important asset.